GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

THE MINIMUM WAGES ACT, 1948 – Revision of minimum rates of wages in the Employment in "**SHOPS AND COMMERCIAL ESTABLISHMENTS**" in Part-I of the Schedule to the Minimum Wages Act, 1948 – Preliminary Notification – Orders – Issued.

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LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LAB.II) DEPARTMENT

G.O.RT.No. 348 Dated: 09-09-2018

Read the following:

1. From the Commissioner of Labour, Vijayawada Lr.No.JI/118/2018, Dated:24.07.2018.
2. G.O.Ms.No.116, L.E.T. & F. (Lab.II) Department, dated 7/12/2007 vide Gazette Notification No.705, dated 19/12/2007.
3. G.O.Ms.No.65, L.E.T. & F. (Lab.II) Department, dated 29/07/2009 vide Gazette Notification No.376, dated 3/8/2009.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Vijayawada is requested to publish the appended Notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English and Telugu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

J.S.V.PRASAD
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Andhra Pradesh, Vijayawada for publication in the Extra-ordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government, 1000 copies to the Commissioner of Labour, Andhra Pradesh, Vijayawada.
The Commissioner of Labour, Andhra Pradesh, Vijayawada.
All Collectors, through Commissioner of Labour, Andhra Pradesh, Vijayawada.
The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.
The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.
The Law (B) Department.
Sf/Sc.

//Forwarded::By order//

Section Officer

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**PRELIMINARY NOTIFICATION**

1. The following revision of minimum rates of wages as specified in column (3) of the Schedule appended to this notification as payable to the each category employees specified in the corresponding entry column (2) thereof and employed in the employment in "**SHOPS AND COMMERCIAL ESTABLISHMENTS**" included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Act 11 of 1948) which it is proposed to make in exercise of the powers conferred by sub-section(1) of Section 3 and sub-section (2) of Section 5 of the minimum wages Act, 1948 (Act 11 of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of Section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within the period of two months from the date of publication of this notification in the Andhra Pradesh Gazette, will be considered by the Government of Andhra Pradesh.

3. Objections or suggestions should be addressed to the Special Chief Secretary To Government, Labour, Employment, Training and Factories Department, Government of Andhra Pradesh through the Commissioner of Labour, Andhra Pradesh, Vijayawada.

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| **SCHEDULE**<br>**NAME OF THE SCHEDULE EMPLOYMENT:**<br>**SHOPS AND COMMERCIAL ESTABLISHMENTS** | | | | | |
|---|---|---|---|---|---|
| **Sl. No.** | **Name of the Category** | **Basic wage (in Rs.)** | | **Cost of Living Allowance to be paid per each point of increase (in Rs.)** | |
| **1** | **2** | **3** | | **4** | |
| | | **Zone-I** | **Zone-II** | **Zone-I** | **Zone-II** |
| **A** | **SHOPS** | | | | |
| 1 | Manager/ Sales Manager/ Computer Programmer | 10261 | 10061 | 8.10 | 7.95 |
| 2 | Asst.Manager/ Accountant Supervisor/ Purchaser | 9426 | 9006 | 7.45 | 7.15 |
| 3 | Salesman/Sales Representative/ Bill Writer/ Cashier/ Tradesman | 9224 | 9006 | 7.30 | 7.15 |
| 4 | Clerk/ Godown Incharge/ Accounts Assistant/ Typist/ Receptionist/ Lineman/ Stenographer/ Clerk-cum-Typist/ Xerox Machine Operator/ Clerks in STD, ISD, FAX/ Asst.Salesman | 8806 | 8590 | 6.95 | 6.80 |
| 5 | Kolagari/ Weighman/ Milk Vender in Milk Booths | 8590 | 8461 | 6.80 | 6.70 |
| 6 | Bicycle Fitter/ Attender/ Peon/ Water Boy/ Shop Boy/ Helper/ Messenger/ Gas Cylinder Carrier | 8404 | 8074 | 6.65 | 6.40 |
| 7 | Computer Operator | 8590 | 8461 | 6.80 | 6.70 |
| 8 | Typewriting Instructor | 9224 | 9006 | 7.30 | 7.15 |
| **B** | **COMMERCIAL ESTABLISHMENTS** | | | | |
| 1 | Manager/ Field Officer/ Development Officer/ Office Incharge/ Computer Programmer | 10261 | 9842 | 8.10 | 7.80 |
| 2 | Accountant/ Asst.Manager/ Sales Executive/ Supervisor/ Purchaser/ Store Keeper/ Agent/ Sales Promotion Employees | 9426 | 9224 | 7.45 | 7.30 |
| 3 | Salesman/ Stenographer/ Receptionist/ Auction Bidder/ Tradesman/ Typewriter Instructor | 9224 | 9006 | 7.30 | 7.15 |
| 4 | Clerk/ Typist/Clerk-cum-Typist/ Godown Incharge/Lineman/ Assistant Salesman/ Asst.Accountant/ Xerox Machine Operator | 8806 | 8590 | 6.95 | 6.80 |
| 5 | Weighman/ Kolgari | 8590 | 8461 | 6.80 | 6.70 |
| 6 | Peon/Attender/ Water Boy/ Helper/ Messenger | 8404 | 8074 | 6.65 | 6.40 |
| 7 | Computer Operator | 8590 | 8461 | 6.80 | 6.70 |
| **C** | **HAIR CUTTING / HAIR DRESSING SALOON/ BEAUTY PARLOURS** | | | | |
| 1 | Manager/Shop Incharge | 9426 | 9224 | 7.45 | 7.30 |
| 2 | Hair Dresser/ Hair Cutter/ Beautician | 9224 | 9006 | 7.30 | 7.15 |
| 3 | Helper | 8404 | 8074 | 6.65 | 6.40 |
| **D** | **TAILORING ESTABLISHMENTS** | | | | |

| | | | | | |
|---|---|---|---|---|---|
| 1 | Cutter Master | 9426 | 9006 | 7.45 | 7.15 |
| 2 | Asst.Cutter/ Tailor/ Sticher | 9224 | 9006 | 7.30 | 7.15 |
| 3 | Helper/ Pressman | 8461 | 8074 | 6.70 | 6.40 |
| **E** | **LAUNDRIES/ DRY CLEANERS** | | | | |
| 1 | Manager/ Shop Incharge | 9426 | 9224 | 7.45 | 7.30 |
| 2 | Clerk/ Bill Writer | 8806 | 8590 | 6.95 | 6.80 |
| 3 | Washerman (Laundry) | 9224 | 9006 | 7.30 | 7.15 |
| 4 | Helper/ Pressman | 8404 | 8074 | 6.65 | 6.40 |
| **F** | **OTHERS** | | | | |
| 1 | Pharmacist/ Air Conditioner/ Plant Operator | 9426 | 9224 | 7.45 | 7.30 |
| 2 | Goldsmith | 9224 | 9006 | 7.30 | 7.15 |
| 3 | Photo Frame Worker | 8461 | 8074 | 6.70 | 6.40 |
| 4 | A/c.Plant Operator | 8806 | 8766 | 6.95 | 6.95 |

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## COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 1260 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October. For this purpose, the average rise in the State Industrial Workers consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above 1260 points are specified at Col.No.4 against each category in schedule.

NOTE:-

1. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, being the same and similar category of work in this employment.
2. Where piece rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
3. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
4. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
5. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
6. Zone-I Comprising of:
    a) All Municipal Corporations in Andhra Pradesh;
    b) Selection Grade and Special Grade Municipalities.

    Zone-II comprising of the rest of areas.

7. For categories in the employments of Security Services and Safai Karmacharis, Driver/Cleaner in Public Motor Transport the minimum wages fixed/revised in the respective employments shall be applicable.

**J.S.V.PRASAD**
SPECIAL CHIEF SECRETARY TO GOVERNMENT

SECTION OFFICER